The Acquisition Workforce Challenge: Winning the War for Talent

AT&L Human Capital Strategic Planning Panel

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USAF Flight Path

Clear Priorities:

- *Reinvigorate AF Nuclear Enterprise*
- *Win Today's Fight*
- *Develop & Care for Airmen & Families*
- *Modernizing Aging Air & Space Inventories*
- ***Recapture Acquisition Excellence***

- **Acquisition Improvement Plan (AIP)**
  - **Revitalize the Air Force acquisition workforce**
  - ***Improve requirements generation process***
  - ***Instill budget and financial discipline***
  - ***Improve Air Force major systems source selections***
  - ***Establish clear lines of authority and accountability within acquisition organizations***

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Acquisition Workforce Vision

A professional acquisition workforce with the right numbers and the right mix of people with the right education, training, skills and experience to effectively and successfully execute Air Force acquisition processes and programs

Acquisition Human Capital Strategic Plan
February 2009

U.S. AIR FORCE

AF Acquisition Human Capital Strategic Plan

Goal 1 – Size the acquisition workforce based on program requirements

Goal 2 – Shape and develop the acquisition workforce to meet current and future mission area demands

Goal 3 – Increase the effectiveness of the acquisition workforce

Goal 4 – Continuously improve workforce policies, programs, and processes

Aligns to OSD(AT&L) and AF Strategic Plans

Key Enabler: FY08 NDAA Sec 852

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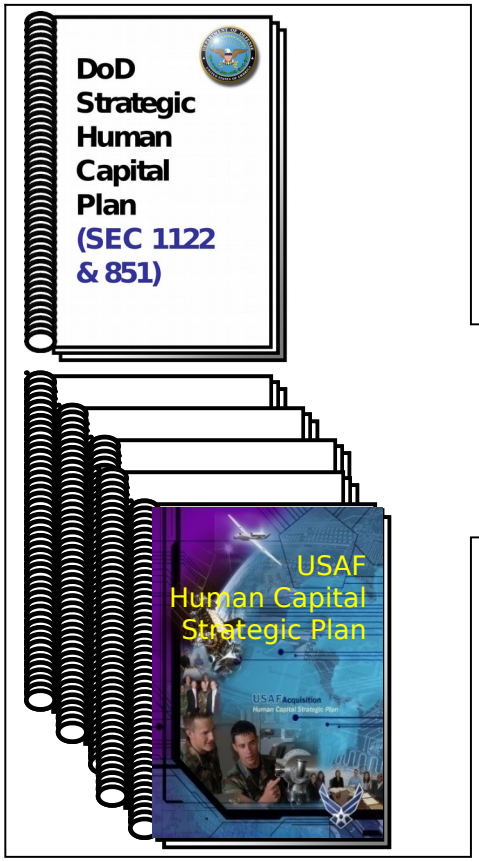
Defense Acquisition Workforce Development Fund



3 Main Areas

- Train & Develop
- Retain & Recognize
- Recruit & Hire

11 Program Line Items

Line Item	Title
1	Training Enhancement & Capacity Expansion
2	Comprehensive Acquisition Workforce and Student Information System
3	Competency Management & Assessments
4	Workforce Planning - Pilot Program
5	Retention and Recognition Incentives
6	Career Broadening and Academic Programs
7	Intern Programs
8	Recruiting Incentives
9	Outreach Programs
10	Journeyman Hiring
11	Hiring Expert Knowledge (HQE's)

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